

## CHAPTER 1

### GENERAL POLICIES

#### A. The ACMP

The ACMP is that system of policies and procedures which establishes a uniform approach to acquisition workforce accession, development, and retention in DoD organizations outside of the Military Departments, in accordance with references (a) through (f). All terms, conditions, and definitions established by references (a) through (f) are applicable to the ACMP except as modified herein.

#### B. ORGANIZATIONAL COVERAGE

Figure 1-1 is a listing of the major Department of Defense (DoD) organizations governed by this Regulation. That--representative listing includes the Office of the Secretary of Defense (OSD); the Chairman of the Joint Chiefs of Staff and the Joint Staff; the Inspector General of DoD (IG, DoD); the DoD Agencies; the DoD Field Activities; certain DoD education institutions; and the Defense Support Activities (hereafter, those organizations are generally referred to as "the DoD Components".) This Regulation is applicable to any DoD organization outside the Military Departments in which an acquisition workforce position is established or an Acquisition Corps member is assigned, whether or not the organization is listed at Figure 1-1.

#### C. ORGANIZATIONAL EXCLUSIONS

1. The National Security Agency/Central Security Service (NSA/CSS), the Defense Intelligence Agency (DIA), the Central Imagery Office (CIO), offices for the collection of specialized intelligence, and classified organizations and programs are excluded from coverage of this Regulation, except as indicated below.

a. The NSA/CSS, DIA, and CIO shall retain membership on the ACPB under Chapter 3, subsection A.1.b., below.

b. The delegations of authority under Chapter 3, sections B. and C., below, shall be applicable to NSA/CSS, DIA, and CIO.

c. Reciprocity between NSA/CSS, DIA, CIO, and other Component programs shall be assured under Chapter 4, subsection A.3., below.

d. Waivers of education training, and experience requirements for the positions enumerated in Chapter 2, subsection A.1.a. and c., below, shall be processed in accordance

with the procedures specified in Chapter 10, below.

e. The NSA/CSS, DIA, CIO may elect to receive centrally managed course quotas and funds under Chapter 5, subsection C.3., below.

f. The NSA/CSS, DIA, and CIO are hereby delegated the authority to waive the assignment periods for persons assigned as Program Managers (PM) and Deputy Program Managers (DPM) of major Acquisition Category (ACAT) I acquisition programs and for persons assigned to critical acquisition positions.

2. The Unified and Specified Command Headquarters and International Military Organizations are excluded from coverage of this Regulation. Authorities delegated to the Commanders-in-Chief of the Unified and Specified Commands in DoD Directive 5000.52 (reference (b)) and DoD Instruction 5000.58 (reference (e)) shall be exercised in coordination with the Secretaries of the Military Departments.

#### D. PERSONNEL COVERAGE

1. This Regulation governs the actions and treatment of personnel in the acquisition workforce of the DoD Components as well as personnel in the DoD Components who are not currently assigned to acquisition workforce positions, but who possess, or seek to attain, certification for assignment to acquisition workforce positions or membership in the Acquisition Corps.

2. This Regulation governs the actions and treatment of any person who is an applicant or candidate for an acquisition workforce position, including a critical acquisition position, and who is otherwise qualified for the position, in accordance with Office of Personnel Management (OPM) qualification standards.

#### E. PERSONNEL EXCLUSIONS

1. Persons covered by nonappropriated fund employment systems are excluded from coverage.

2. Foreign national (including Third-Country National) employees who perform acquisition duties are excluded from coverage of this Regulation. Except that Chapter 5, section C.3., shall be applicable to Foreign Nationals.

#### F. GENERAL RESPONSIBILITIES

1. Effective implementation of the ACMP is the responsibility of all acquisition workforce managers and supervisors in those DoD Components in which an acquisition workforce position is established or an Acquisition Corps member

or potential member is' assigned.

2. The DoD Components are responsible for:

a. Continuing implementation of, and compliance with the following DoD Directives, Instructions, and Manual series:

- (1) DoD Directive 5000.52 (reference (b)).
- (2) DoD Manual 5000.52-M (reference (c)).
- (3) DoD Directive 5000.57 (reference (d)) (and pertinent DoD Instructions).
- (4) DoD Instruction 5000.58 (reference (e)).
- (5) DoD Instruction 5000.55 (reference (f))-.

b. The development and implementation of internal organizations, policies, and procedures needed to support the requirements of this Regulation.

c. The designation of a principal point-of-contact (POC) whose responsibilities shall include continuing coordination with the Director of Acquisition Career Management (DACM), and Deputy DACM. The POC is the primary representative of the Component in day-to-day execution of the ACMP, including resolution of program policy and procedural issues.

G. BALANCED WORKFORCE POLICY

The policies of the ACMP, consistent with the merit system principles in paragraphs (1) and (2) of Section 2301(b) of 5 United States Code (U.S.C.), (reference.(g)) consider the need to maintain a balanced workforce in which women and members of racial and ethnic minority groups are appropriately represented in Government service. Supplemental policies developed by the DoD Components to implement the ACMP shall be similarly consistent with that statutory requirement.

H. SUPPORT ARRANGEMENTS

This Regulation neither supplants nor modifies any existing resourcing, manpower accounting, host-tenant, or personnel servicing arrangements between covered organizations and their hosts, tenants, or service providers. Modifications to arrangements, which may be necessitated by this Regulation, shall be negotiated by those parties to the arrangements.

I. MANAGEMENT DISCRETION

Except as may be expressly provided for in Public Law (Pub.

L.) Number (No.) 101-510, Title XII; DoD Directive 5000.52; DoD 5000.52-M; and DoD Instruction 5000.58 (references (a) through (c) and (e)), no person is entitled to a certification, waiver, exemption, fulfillment, or release from the standards and requirements prescribed for the acquisition workforce. Each decision to grant or not to grant a certification, waiver, exemption, fulfillment, release, or other dispensation shall consider the facts and merits of each case, in accordance with the policies and procedures of this Regulation. Certification, waiver, exemption, fulfillment, release, or other dispensation decisions that are in management discretion may have probative value in subsequent management decisions; e.g., placement in reduction-in-force or the quality ranking of candidates for merit promotion, but are not necessarily dispositive.

J. GRIEVANCES AND COMPLAINTS

The DoD Components are encouraged to respond expeditiously to any grievances or complaints about decisions made under this Regulation, in accordance with applicable administrative or negotiated procedures for handling such matters. Within 30 days of the initial contact of a complainant with a class action Equal Employment Opportunity complaint counselor within the Component, the Component POC will inform the Deputy DACM of any informal class action discrimination complaint filed pursuant to a decision or decisions made under this Regulation or the Defense Acquisition Workforce Improvement Act (reference (a)).

K. TREATMENT OF MILITARY MEMBERS

1. In accordance with DoD Instruction 5000.58 (reference (e)), military officers are selected for and remain members of Military Department Acquisition Corps in accordance with Military Department acquisition workforce policies and procedures, even though assigned to positions outside the Military Departments. In accordance with DoD Manual 5000.52-M (reference (c)), it is the responsibility of the Military Departments to provide for a military officer's career development plan (to include the mandatory education, training and experience required by DoD Manual 5000.52-M (reference (c))), and to inform the receiving Component outside the Military Department of that plan during the assignment process.

2. Normally, a military officer's career development plan will have identified any education, training or experience needed by the officer to fulfill the requirements of the acquisition position to which assigned, and the officer will have been certified for the position, prior to assignment. If so, Components covered by this Regulation need not certify or recertify the officer. In those cases where a military officer covered by an acquisition career field development plan is not certified for the acquisition position to which assigned outside

the Military Departments, the receiving Component shall arrange with the appropriate Military Department to obtain the necessary certification. In exceptional cases where a military officer is not covered by an appropriate acquisition career field development plan, it is the responsibility of the Component outside the Military Departments to certify the officer for the position assigned only, in accordance with the authorities and procedures delineated in Chapters 3, 4, and 10 of this Regulation.

3. In accordance with DoD Instruction 5000.58 (reference (e)), it is the responsibility of the Military Departments to obtain course quotas and funding for military officers assigned to positions outside their Military Departments who require mandatory training prescribed in DoD 5000.52-M (reference (c)). DoD Instruction 5000.58 (reference (e)), also specifies that it is the responsibility of the Military Departments to schedule officers to attend mandatory training in coordination with the organization of assignment in such a way as to meet the officer's career needs while not disrupting mission requirements. Components outside the Military Departments are required to release military officers for mandatory training, as scheduled by the Military Departments consistent with mission requirements, in accordance with DoD Instruction 5000.58 (reference (e)).

4. A Military member's mandatory acquisition training requirements for the position to which assigned which are unmet by the Military Departments should be fulfilled insofar as practicable within the quota and funds allocations provided the DoD Components pursuant to Chapter 5, below.

5. Any person, including any military personnel, may subscribe to the Central Referral System established in accordance with Chapter 8, below. All persons, including military personnel, must comply with the terms and conditions expressed in the vacancy announcements for critical acquisition positions announced through the Central Referral System.

### The OSD

The Immediate Offices of the Secretary and the Deputy Secretary of Defense

The Office of the Under Secretary of Defense (Acquisition) (OUSD(A))

The Office of the Assistant Secretary of Defense" (Production and Logistics) (OASD(P&L))

The Office of the Director, Defense Research and Engineering (D, DR&E)

The Office of the Director, Acquisition Policy and Program Integration

The Office of the Director, Defense Procurement (D, DP)

The Office of the Director, Small and Disadvantaged Business Utilization

The Office of the Under Secretary of Defense for Policy (OUSD(P))

The Office of the Assistant Secretary of Defense (International Security Affairs)

The Office of the Assistant Secretary of Defense (International Security Policy)

The Office of the Assistant Secretary of Defense (Special Operations and Low Intensity Conflict) (OASD(SO/LIC))

The Office of the Assistant Secretary of Defense (Command, Control, Communications and Intelligence) (OASD(C3I))

The Office of the Assistant Secretary of Defense (Force Management and Personnel) (OASD(FM&P))

The Office of the Assistant Secretary of Defense (Health Affairs) (OASD(HA))

The Office of the Assistant Secretary of Defense (Legislative Affairs)

The Office of the Assistant Secretary of Defense (Program Analysis and Evaluation]

The Office of the Assistant Secretary of Defense (Public Affairs)

The Office of the Assistant Secretary of Defense (Reserve Affairs)

The Office of the Director, Administration and Management (D, A&M)

The Office of the Comptroller of the Department of Defense (OC, DoD)

The Office of the General Counsel of the Department of Defense

### The Chairman of the Joint Chiefs of Staff and the Joint Staff

### IG, DoD

Figure 1-1. Covered organizations

### The Defense Agencies

CIO

#### **NSA/CSS**

Strategic Defense Initiative Organization (SDIO)

Defense Commissary Agency (DeCA)

Defense Logistics Agency (DLA)

Defense Nuclear Agency (DNA)

Defense Advanced Research Projects Agency (DARPA)

On-Site Inspection Agency (OSIA)

Defense Investigative Service (DIS)

Defense Security Assistance Agency (DSAA)

Defense Information Systems Agency (DISA)

DIA

Defense Mapping Agency (DMA)

Defense Contract Audit Agency (DCAA)

Defense Finance and Accounting Service (DFAS)

Defense Legal Services Agency (DLSA)

### The DoD Field Activities

Washington Headquarters Services

Defense Technology Security Administration

Department of Defense Dependent Schools

Office of Economic Adjustment

Office of Civilian Health and Medical Program of the  
Uniformed Services

Defense Medical Program Activity

American Forces Information Service

### DoD Education Institutions

National Defense University (NDU)

Defense Acquisition University (DAU)

Defense Systems Management College (DSMC)

Uniformed Services University of the Health Sciences (USUHS)

### The U.S. Court of Military Appeals

### The Defense Support Activities

Defense Technology Analysis Office

Intelligence Program Support Group

Defense Productivity Program Office

Defense Manpower Data Center (DMDC)

Defense Institute for Training and Resource Analysis

DoD Civilian Personnel Systems Center

Vulnerability and Analysis Branch, Military Studies and  
Analysis Division, Joint Data Systems Support Center  
of the Defense Information Systems Agency

Defense Installations Support Office

Defense Analysis and Studies Office

Defense Environment Support Office

Figure 1-1. Covered organizations, continued

The Defense Support Activities (continued)

Management Support Center (including the Administrative Support Office)

Defense Logistics Support Office

Defense Procurement Support Office

Defense Production Resources Support Office

Defense Systems and Programs Office

Total Quality Management Support Office

Management Systems Support Office

Figure 1-1. Covered organizations, continued